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MHQ-2078

27 July 1982

[redacted] Chief
Okinawa Bureau, FBIS

Dear Jim,

Thanks for your letter of June 28 in which you outline some ideas for improving the panel system.

I sympathize with the notion that your letter contains and one that you expressed to me once when you were Deputy Chief, Ops--the benefit to be gained from drawing on the experience and wisdom of FBIS' supergrades. I also agree that the promotion decisions at the GS-13 and GS-14 levels are highly important. The logic of your views is sound.

At the same time, it seems to me that there would not be that much to be gained by arranging the subpanels' schedule to allow direct participation by Chief, Okinawa and/or Chief, London. Basically, I have become convinced that the smaller subpanels are an improvement over the larger ones we had earlier. The amount of time that is taken up collectively has been reduced and the subpanels seem more efficient.

It also occurs to me that if the two field supergrade bureau chiefs were to participate (and not other field officers) it could easily be perceived by rank and file employees that the panel would be skewed in favor of the GS-14 and GS-13 officers serving in those two bureaus. The field supergrade is not the supervisor of other GS-14 and GS-13's in other field bureaus even in his own area, and therefore his additional contribution to the panel would be necessarily limited. We would not want to give any impression that service at Okinawa and London necessarily benefits the promotion prospects of a GS-14 or GS-13 any more than service at a medium size or small bureau. If we were to have field participation in the subpanels it would seem preferable to have such participation on a rotating basis rather than on the basis of grade or position. But the reasons that compel DO to do this, e.g., large numbers of people overseas, do not apply to FBIS.

Incidentally, [redacted] did some checking and found that in FY-82 four of the five GS-13 subpanel members did have recent field experience. [redacted] of course, will become a member when he returns next month.

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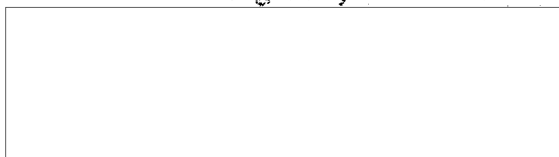
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In doing away with the earlier system of having officers rate all employees they have supervised during recent years, I think we have simplified the system without noticeable loss. One of my personal reservations about the earlier balloting arrangement was that it gave a false sense of precision.

All of this does not mean, of course, that the subpanels, CSP, or Chief, Ops, among others, cannot solicit your views or any bureau chief's views when that is deemed useful. In fact, we should probably encourage more communications with bureau chiefs in matters concerning panel actions. This point will be made at a CSP meeting soon.

Again, I appreciate your suggestions and welcome ideas you may have on anything that would benefit FBIS. In the meantime, keep up the good work on ROSET and the other bureau operations. I still look forward to visiting you in the fall after the BBC coordination meeting.

Best regards,




Director

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JFPereira:n1

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